

Children's Administration, Region 4  
Administrative Policy 7.01 Annual Report Submitted to  
CA Assistant Secretary, Randy Hart  
April 1, 2009

Includes:

Muckleshoot Tribe

Snoqualmie Tribe

Small Tribes of Western Washington (STOWW)

United Indians of All Nations Foundation

**POLICY 7.01 PLAN AND PROGRESS REPORT**

Plan and Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each year.

Updated: 3/20/09

Implementation Plan				Progress Plan
1. Goals/Objective:	Activities:	Expected Outcome:	Lead Staff and Target Date:	Status Update for the Fiscal Year starting last July 1:
Establish and create opportunities to have open communication and partnership between Tribes, Indian Organizations and Region 4 DCFS to best serve Native American families on a government to government basis.	<p>Schedule quarterly meetings to review 7.01 plan and updates on current issues. Tribes and Tribal Organizations will meet individually on a quarterly schedule. Additional meetings will be scheduled as needed. Minutes to be mailed out prior to each meeting.</p> <p>DLR staff attends 7.01 Plan meetings with Tribes and Tribal Organizations. This has proven to be quite productive in answering questions and resolving issues that Tribes and Tribal Organizations regarding licensing and the recruitment of Native American foster homes</p>	<p>Clear and consistent communication ensures a good working relationship. Minutes to be taken and distributed to all attendees</p> <p>Improved communications and timely resolutions of licensing issues. More Native American foster homes.</p>	<p>CA-Joel Odimba Muckleshoot Tribe-Sharon Curley Snoqualmie Tribe-Roxanne Finney United Indians of All Tribes-Marty Bluewater STOWW-Cecile Hansen</p> <p>CA DLR – Gia Wesley or designee Muckleshoot – Sharon Curley Snoqualmie – Roxanne Finney UIAT – Marty Bluewater STOWW – Cecile Hansen</p>	<p>Muckleshoot 7.01 Plan meeting occurred 6-12-08, 8-11-08, 12-8-08, 1-12-09 &amp; 3-30-09. The next meeting is scheduled for 7-13-09.</p> <p>Snoqualmie 7.01 Plan meeting occurred 5-20-08 &amp; 2-13-09. The next meeting was scheduled for 5-8-09. That meeting needs to be re-scheduled.</p> <p>United Indians of All Tribes 7.01 Plan meeting occurred 3-11-09. The next meeting is scheduled for 6-10-09.</p> <p>STOWW 7.01 Plan meeting occurred 6-20-08 &amp; 2-23-09. The next meeting is scheduled for 5-25-09.</p> <p>DCFS CPS Social Worker Sam Kummer goes to Muckleshoot Monday, Wednesday and Friday. OICW DCFS CPS Supervisor meets with Muckleshoot staff once a month with Sam. CFWS Supervisor meets once a month with Melissa McOmber, CFWS Social Worker, at Muckleshoot.</p> <p>Snoqualmie staff has regular communication with the DCFS Supervisors and Social Workers to resolve any issues and ensure proper service delivery to Snoqualmie children and families.</p> <p>UNIAT staff has programs that provide family services that benefit Native American children and families in DCFS region 4. A meeting will be scheduled between UNIAT staff and OICW DCFS staff to discuss these programs and exchange information to better collaborate service delivery.</p> <p>STOWW staff is actively involved in the region 4</p>

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				<p>LICWAC and provide feedback as to needs of small tribes in region 4 to better coordinate and deliver services to Native American children and families.</p> <p>DLR is focusing on recruitment. DLR is working with Olive Crest, a private child placing agency, on a recruitment contract. DLR is also working with school districts in Renton, Auburn and Tukwila to recruit foster homes in the areas where children are placed out of their parental home in an effort to keep children in their community when placed.</p>

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2. Goals/Objective:	Activities:	Expected Outcome:	Lead Staff and Target Date:	Status Update for the Fiscal Year starting last July 1:
Promote Positive Relationships between DCFS, Tribes and Tribal Organizations with support of working procedures and protocol.	Regional and Area Administrator to meet with Tribes and Tribal Organizations to revise cooperative or working agreements with each entity as applicable.  Consult with Indian Policy and Support Services.	Updates or other changes as needed.  Clarify how the process will work.	CA - Joel Odimba CA IPSS – Doug North Muckleshoot - Sharon Curley Snoqualmie – Roxanne Finney UIAT – Marty Bluewater STOWW – Cecile Hansen	Working agreements to be developed for the purposes of this planning process. Muckleshoot staff is working on the first draft that will be presented to DCFS staff for review.  Indian Policy & Support Staff are available for technical assistance.
	There are 2 CFWS Social Workers specializing in in-home Dependencies. They are Yvette Pinkham and Conita Desautel. There are 2 CFWS Social Workers assigned cases between the 72 Hour Shelter Care Hearing and the establishment of Dependency. They are Karen Lambarena and Elizabeth Smith. There is a Native	Apprise Tribe of service delivery changes and impact on community.  Increased safety monitoring and more timely completion of permanency plan.  Social Workers assigned the case after Dependency is established will have more time to focus on the permanent plan and complete	RA or designated staff	RA and AA to give updates at 7.01 meetings. AA reports monthly by e-mail with staff and program updates.

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	Determination Specialist, Bergith Kayyali. This Social Worker makes inquiry's as to Native American identity and also conducts relative searches.	that plan more timely.  Earlier Native American Determination and more relative placements & support.		
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3. Goals/Objective:	Activities:	Expected Outcome:	Lead Staff and Target Date:	Status Update for the Fiscal Year starting last July 1:
Local Indian Child Welfare Advisory Committee (LICWAC) to be an advisor to the Regional Administrator and a resource to caseworkers and supervisors.	<p>Tribes and Indian organizations will identify candidates form the Native American community to be members of the LICWAC.</p> <p>Orientation for new recruits: Retreats for all members to receive necessary training. Provide copy of ICW Manual to members.</p> <p>Expand LICWAC to be able to staff additional cases.</p>	<p>Tribes and Indian Organizations will designate members and alternates.</p> <p>Social Workers to receive assistance in the case planning process and more identified resources for Indian children.</p> <p>Members received ICW manuals. Training to be documented in member's file.</p> <p>Meet staffing capacity.</p>	LICWAC Facilitator – Raven Heavy Runner	<p>OICW Area Administrator organized a meeting with LICWAC members and DCFS staff to discuss issues/concerns and share information and perspectives. The meeting occurred 12-5-08. The focus of the meeting was staffing timelines and permanency planning. DCFS staff from the Adoptions/Permanency Office presented information and answered questions related to adoption support, 3rd Party Custody and cultural agreements. Future meetings are planned as everyone found this one to be productive.</p> <p>There will be further trainings with DCFS staff as to the LICWAC chapter.</p>
	Consult with other Regions to explore possibilities of sharing info about on-going recruitment.	Information exchange to provide tools for recruitment.	LICWAC Facilitator – Raven Heavy Runner	There was a LICWAC retreat 1-8-09. Edie Nelson was selected as Chair person for one year. Staffing schedules and staffing protocol were discussed. LICWAC would like further discussion with staff as to LICWAC staffing requirements. LICWAC would like to have training on the current 7.01 Plan, the current CA organization and the Region 4 organization

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4. Goals/Objective:	Activities:	Expected Outcome:	Lead Staff and Target Date:	Status Update for the Fiscal Year starting last July 1:
Maintain and provide database of all Native American children on Region 4 care.	Develop statistical database for NA children to include enrollment status, case status, tribe's involvement; consultation, intervention, transfer of jurisdiction, placement with relatives & non-relatives, length of stay, permanent plan.	Database in place. Report as a regular agenda item. What are the recommendations and how is information complied.  Meeting to be set with the IT person.	Quarterly Meetings  RA or designee	FamLink is the new computer system that was implemented effective February 2, 2009. Implementation issues are being addressed as we transition from the old systems. Tribes and Tribal Organizations will be given varied access depending on securities granted.  Dave Adams attended the meeting at Muckleshoot on 5-12-08 along with two other IT staff from HQ.

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5, Goals/Objective:	Activities:	Expected Outcome:	Lead Staff and Target Date:	Status Update for the Fiscal Year starting last July 1:
Ensure placement resources are available for Native American children	Use Active Efforts with parents and relatives. Develop a list of in-home services designated to reduce placements. Involve the Tribe to participate.	List and evaluate in-home services provided. Document Active Efforts. Develop evaluation criteria	Quarterly Meetings  RA and designees Tribal rep	DLR staff are working on school based recruitment. See #1 above.  Family to Family will incorporate the school based recruitment efforts.
	Work with DLR and the Tribe in the development of Native American Foster/adopt/relative homes.  Muckleshoot requests an IFPS/FPS contract and a visitation contract.  Snoqualmie has declined an IFPS/FPS contract. Snoqualmie has also declined a visitation contract.  Muckleshoot will be included for input in the Building	DLR has hired Native American staff to recruit and license Native American foster homes.  Retention of Native American foster homes and increased resources for Native American children.  Flyers will be distributed from DLR to Muckleshoot Tribal School, Day Care & Birth to Three Progra	DLR – Gia Wesley, Ruben Reeves, Keith Egawa & Ernest Blackwell	School based recruitment should help address disproportionality and help children who are removed from their home stay in their community and school. Keith Egawa will be assigned to the schools where there is a high Native American population and will be licensing homes for Native American children.  DLR will provide trainings at Muckleshoot & coordinate trainings by private agencies for licensing requirements. Scanning fingerprints will help expedite licenses.

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5, Goals/Objective:	Activities:	Expected Outcome:	Lead Staff and Target Date:	Status Update for the Fiscal Year starting last July 1:
	Capacity work group with Treehouse & Casey Family Program.			

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6. Goals/Objective:	Activities:	Expected Outcome:	Lead Staff and Target Date:	Status Update for the Fiscal Year starting last July 1:
Efforts are made to recruit/hire staff who meets the requirements of Native selective register.	Recruitment efforts will include notification to Tribes/Indian Orgs. Share updated policy/ protocol around recruitment notices	Culturally competent staff will be hired by DCFS. Culturally competent services will be provided to Native American families and children.	Quarterly  HR/Business Manager	The OICW Area Administrator has directed Supervisors to include members of Tribes and Tribal Organizations as part of interview panels for all hiring of OICW staff. The AA and Supervisors have followed this directive.
				Notices have been sent to Muckleshoot Tribe, United Indians of All Tribes, Snoqualmie Tribe, Duwamish Tribe, Seattle Indian Health Board, University of Washington School of Social Work, Seattle University and the National Indian Child Welfare Association.  Native American Social Workers and others have been hired who meet the selective qualifications.



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7. Goals/Objective:	Activities:	Expected Outcome:	Lead Staff and Target Date:	Status Update for the Fiscal Year starting last July 1:
Ensure training information/resources are shared.	Timely notification between Tribe and state regarding potential training opportunities.	Tribe to have access to training	RA & AA	Information on various trainings is sent out as it occurs; this includes Academy Training, ICW Summit Conference, Annual Juvenile Justice Conference, Undoing Racism Training and other training. There was a 7.01 Plan Training conducted by Doug North and Rosi Francis on 3-26-09 at the Delridge Office in West Seattle. DCFS staff, DSHS staff & LICWAC members attended.

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8. Goals/Objective:	Activities:	Expected Outcome:	Lead Staff and Target Date:	Status Update for the Fiscal Year starting last July 1:
Administration supports community-base services to comply with federal, state and ICW laws.	Out-stationing of Native American Unit staff will continue to be an option to Muckleshoot.	Out-stationed social worker will collaborate with Tribal program to work together on on-going cases.	RA & AA Sharon Curley	Meetings occur as needed to address any problems.
	Administration will work with Tribes to develop culturally specific interventions for Indian children & families  DCFS Region 4 sent out the Disproportionality Work Plan to	Diverted placements and family reunification	RA and Tribal representatives	The King County Disproportionality Coalition is discussing Native American disproportionality in the Child Welfare system and looking at cultural competency and cultural interventions. The data on disproportionality was sent out to Tribes/Tribal Organizations along with the proposed Culturally Responsive Training Curriculum for review.

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	<p>the Tribes &amp; Tribal Organizations with 7.01 Plans.</p> <p>Recruitment and retention of Native American CASAs- provide information to Muckleshoot.</p>			<p>Meetings to discuss CASA recruitment efforts will be part of the disproportionality activities.</p> <p>Brown Bag meetings have been occurring regularly at OICW to discuss Native American issues/concerns. CASA's have been actively involved.</p> <p>There are two pilot programs being piloted in partnership between Casey Family Program and DCFS. One is Family Group Conferences and the other is 3rd Party Custody.</p>